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Illuminating Talent

Test Results and Interview Guide

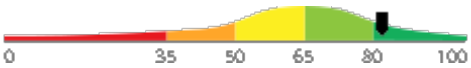
Candidate: **Elizabeth Wantsajob**
Assessment: Engineer - AI-Enabled Systems (Short)
Completed: May 23, 2026
Prepared for: Sara Maple
Example Company

What's Included

- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Engineer - AI-Enabled Systems (Short) assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes a one page summary, followed by detailed results with an embedded interview guide. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and reference checks.

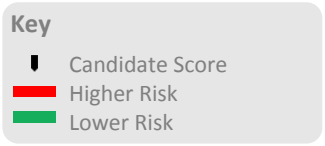
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Engineer - AI-Enabled Systems (Short) May 23, 2026	82	

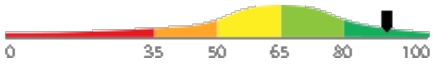
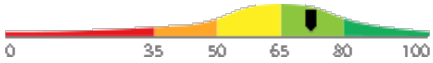
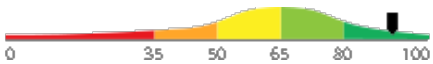
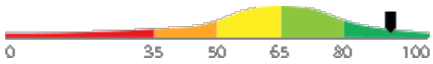
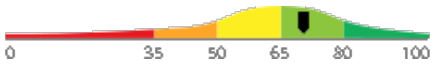
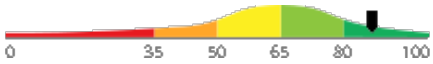
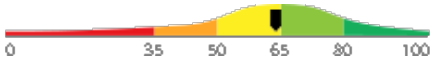
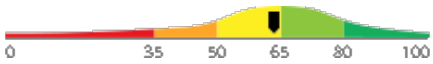
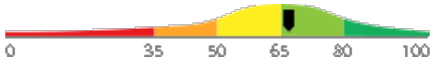
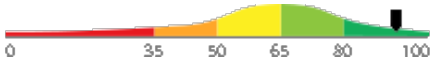
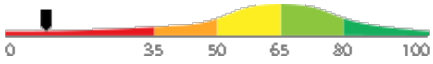
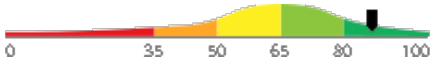
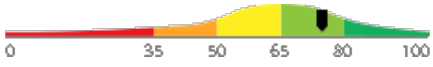
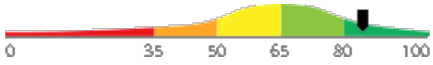
Summary: High Performance Potential

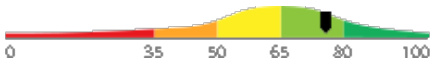
Potential Risk Areas

- Low Integrity score could indicate potential issues with reliability.



Competency Summary

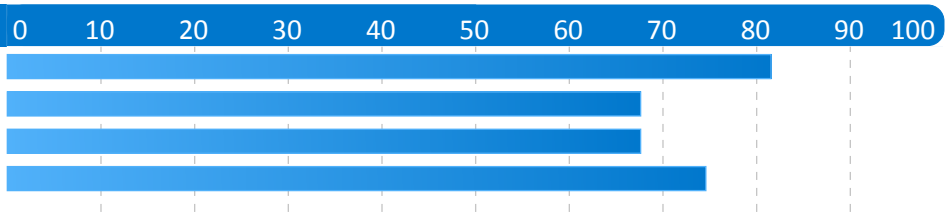
Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Analytical Thinking and Attention to Detail	90	
Multitasking	72	
Skills/Knowledge (relates to immediate readiness)		
AI Agents & Multi-Stage Agentic Workflows	91	
AI System Guardrails, Security & Responsible Deployment	91	
API Integration, Data Engineering & System Connectivity	70	
Large Language Model (LLM) Integration & Prompt Engineering	86	
Retrieval-Augmented Generation (RAG) Systems	64	
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	64	
Drive	67	
Empathy and Emotional Self-Control	92	
Integrity	10	
Resilience	87	
Teamwork	75	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	84	

History Survey - Tenure	76	

Comparison

Percentile scores indicate how the candidate compares to other test-takers within various groups. The candidate scored equal to or better than the fraction of test-takers indicated by the percentile.

Test-Taker Group	Percentile
Global	82nd
North America	68th
United States	68th
Example Company	75th



Importance to Job

Artificial Intelligence (AI) Generated Scores

This table includes one or more scores derived from a large language model AI query. AI-derived scores are non-deterministic. That is, they are not precisely repeatable. Therefore, these scores should always be treated as supplementary information and should never be used exclusively or compared to hard cutoff values.

Estimated Value	Score	Confidence	Interpretation
Job Match: Engineer - AI-Enabled Systems (Short)	82	0.8	Summary Points (AI): • (Generic Text for Sample Report) Exceptional Writing competency is a critical asset for the email communication component of this customer service role. • Customer Service Fundamentals and Customer Service Mindset scores are among her highest, directly aligning with the core knowledge requirements of the job. • High Empathy and Emotional Self-Control and Integrity scores are well-suited for handling complaints, resolving disputes, and maintaining professionalism. • Strong Adaptability score supports the varied nature of customer service work and the required on-the-job learning period. • Resilience and Drive scores indicate a motivated candidate capable of sustaining performance in a demanding customer-facing environment. • Multitasking competency is adequate for managing multiple concurrent customer interactions, though there is room for improvement. • Teamwork score is moderate, which is sufficient but worth monitoring given the need to refer unresolved issues to other departments. • Analytical Thinking and Attention to Detail is the lowest-rated competency, posing a moderate risk for tasks requiring accurate record-keeping, data entry, and verification of resolutions. • History Survey - Performance score is relatively lower, introducing some uncertainty about consistency of past job performance. • Overall competency profile strongly favors customer-facing, communication-heavy responsibilities while showing some gaps in detail-oriented and analytical tasks. Narrative (AI): Elizabeth Wantsajob demonstrates strong alignment with the Engineer - AI-Enabled Systems (Short) role across several key dimensions. Her standout strengths include an exceptional Writing competency, which is critical for the email communication component of this role, as well as high scores in Customer Service Fundamentals and Customer Service Mindset, directly mapping to the core knowledge and service orientation required by the job description. Her strong Empathy and Emotional Self-Control and Integrity scores are well-suited for handling customer complaints, resolving disputes, and maintaining professionalism in challenging interactions. Adaptability is also a notable strength, which supports the varied nature of customer service work and the on-the-job learning curve expected in this role. Her Resilience and Drive scores indicate a candidate who is motivated and capable of persisting through the demands of a customer-facing position. Multitasking and Teamwork scores are solid, supporting the need to manage multiple customer interactions and collaborate with internal departments. On the weaker side, her Analytical Thinking and Attention to Detail score is the lowest among her competencies, which is a moderate concern given the job's emphasis on accurately keeping records of customer interactions, verifying information, and ensuring appropriate resolutions are applied. Her History Survey - Performance score is also relatively lower, which introduces some uncertainty around her past

Estimated Value	Score	Confidence	Interpretation
			job performance consistency. Overall, Elizabeth is a strong candidate for this role, with competency gaps that are limited and potentially addressable through the training period outlined in the job description. Computed on: April 1, 2026, 8:58:32PM EDT

Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	Engineer - AI-Enabled Systems (Short)
Authorized:	May 23, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	May 23, 2026, 11:56:39AM EDT
Completed:	May 23, 2026, 11:56:39AM EDT
Overall Score:	82

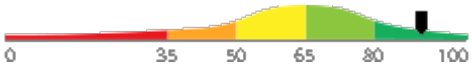
Cognitive Abilities Detail

This section contains a list of job-related cognitive abilities that have been evaluated in a job-like context using simulation technology. Studies have demonstrated that cognitive abilities are highly correlated with job performance for many jobs. Abilities also correlate with problem-solving and the ability to learn quickly.

Detail | Interview Guide

Analytical Thinking and Attention to Detail

Score: 90



Description:

This scale indicates both the capacity to think in a thoughtful, discerning way, to solve problems, utilize resources, analyze data, and apply attention to detail. Individuals who demonstrate high amounts of analytical thinking are able to recognize patterns rapidly, navigate through problems, and resolve difficult problems systematically. Individuals who demonstrate high attention to detail produce work products that are consistently accurate and require little checking. They rarely forget schedule commitments or overlook even the smallest details.

Interpretation:

High scores in this area correlate with superior performance for many jobs.

Able to think in a thoughtful, discerning way. Can often solve difficult problems, plan many-featured tasks and projects, organize multiple resources, and analyze complex data. Able to quickly recall and use information when needed or appropriate. Additionally, able to achieve a high degree of thoroughness and accuracy in a work task. Concerned for all areas involved. Work products require little or no review or checking to maintain consistency.

Can you give me an example of where your attention to detail or your thoughtful analysis of a situation helped make a project successful?

1	2	3	4	5
Poor example. Does not show attention to detail or analytical ability.		Moderately relevant or impactful example.		Strongly relevant and clear example.

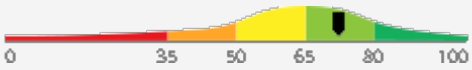
How do you handle a situation when you've messed up due to overlooking an important detail?

1	2	3	4	5
Is unable to handle the situation.		Demonstrates the ability to admit to their error and quickly fix the error, but didn't put preventative systems in place.		Demonstrates the ability to admit to their error and quickly fix the error, but didn't put preventative systems in place.

Detail

Multitasking

Score: 72



Description:

This assessment evaluates an individual's ability to multitask while performing simple tasks and simultaneously listening to stories, with an emphasis on maintaining attention and processing information effectively.

Interpretation:

Strong scores in this area correlate with above average performance for many jobs.

Scores indicate a strong ability to listen and comprehend a story while completing tasks simultaneously. The candidate is likely to perform well in roles that require multitasking.

Interview Guide

Can you tell me about any experience or education you may have that helped you develop your Multitasking ability?

1	2	3	4	5
No relevant experience or education		Some relevance		Directly relevant experience or education.

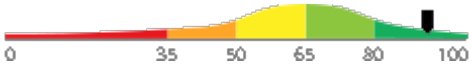
Knowledge and Skills Detail

This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail	Interview Guide

AI Agents & Multi-Stage Agentic Workflows

Score: 91



Description:

Covers the design and implementation of AI agents — systems in which an LLM autonomously reasons, plans, and takes actions by calling tools, APIs, or other agents across multiple steps to complete complex tasks. This includes understanding agent frameworks, tool use, memory management, and orchestration of multi-agent pipelines, which are increasingly central to advanced AI business applications.

Interpretation:

Candidate should achieve superior job performance in this area with little or no training.

The candidate exhibits an advanced and comprehensive mastery of AI agent design and multi-stage agentic workflows, including autonomous reasoning and planning, tool and API use, memory management, and the orchestration of complex multi-agent pipelines. They are highly capable of leading the architecture and implementation of sophisticated agentic AI systems within enterprise and advanced business application contexts.

Describe how you would architect a multi-stage agentic workflow for a business process — for example, a pipeline that researches a topic, summarizes findings, and drafts a report — including how you would handle failures, loops, and quality control between stages.

1	2	3	4	5
The candidate describes a linear sequence of LLM calls without addressing agent orchestration, inter-stage data passing, error handling, retry logic, or mechanisms to prevent infinite loops or runaway agents.		The candidate describes breaking the workflow into discrete agent steps with defined inputs and outputs, and mentions basic error handling, but does not address state management, guardrails, human-in-the-loop checkpoints, or evaluation of intermediate outputs.		The candidate outlines a well-structured multi-agent architecture with clearly defined agent roles, shared or scoped memory/state, tool definitions, orchestrator logic, inter-stage validation, failure handling with fallbacks, guardrails to constrain agent behavior, and optionally human-in-the-loop review — demonstrating awareness of reliability and safety in agentic systems.

How would you describe what an AI agent is, and how does it differ from simply sending a single prompt to an LLM and receiving a response?

1	2	3	4	5
The candidate cannot clearly distinguish an agent from a standard LLM call, or describes an agent in a way that is indistinguishable from a basic chatbot with no tool use or multi-step reasoning.		The candidate correctly identifies that an agent can take multiple steps and use tools or external resources to complete a task, but cannot explain how the agent decides what actions to take or how results are fed back into the reasoning loop.		The candidate clearly explains that an agent uses an LLM as a reasoning engine that iteratively decides which tools or actions to invoke, observes the results, and continues reasoning until a goal is achieved — and can describe the think-act-observe loop (e.g., ReAct pattern) and give a concrete business example.

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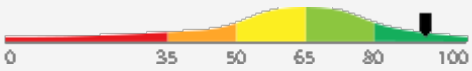
Results by Topic for AI Agents & Multi-Stage Agentic Workflows

Agent Tool Use & Orchestration:	3 of 4 Correct
Agent Memory & State Management:	3 of 4 Correct

Detail

AI System Guardrails, Security & Responsible Deployment

Score: 91



Description:

Covers the practical measures required to deploy AI-enabled applications safely and responsibly in business environments, including input and output validation, prompt injection defense, content filtering, access controls, and monitoring for model misbehavior or drift. These practices are essential for any production AI system and are applied continuously across the application lifecycle.

Interpretation:

Candidate should achieve superior job performance in this area with little or no training.

The candidate exhibits an advanced and comprehensive mastery of AI system guardrails, security, and responsible deployment practices across the full AI application lifecycle. They demonstrate deep competence in areas such as input and output validation, prompt injection defense, content filtering, access controls, and continuous monitoring for model misbehavior and drift. This individual is highly qualified to lead or independently execute the design and implementation of robust, production-grade AI safety and governance frameworks.

Interview Guide

What guardrails and safety mechanisms would you put in place when deploying an LLM-powered application for business use, and how would you monitor the system over time to catch issues before they impact users or the business?

1	2	3	4	5
The candidate mentions only surface-level measures such as 'add a content filter' without describing input validation, output validation, access controls, logging, alerting, or a plan for ongoing monitoring and response to incidents.		The candidate describes a reasonable set of guardrails including input/output filtering, rate limiting, and logging, and mentions monitoring for inappropriate outputs, but does not address adversarial testing, model drift, audit trails, incident response, or role-based access controls.		The candidate outlines a comprehensive safety and monitoring strategy covering input validation and sanitization, output filtering and schema enforcement, prompt injection defenses, role-based access controls, audit logging, real-time alerting on anomalous outputs, periodic red-teaming or adversarial testing, monitoring for model performance drift, and a defined incident response process — demonstrating mature, production-oriented thinking.

What is prompt injection, and why is it a concern when building a business application that uses an LLM — can you give an example of how it might happen?

1	2	3	4	5
The candidate cannot define prompt injection or confuses it with SQL injection without drawing any meaningful analogy, and cannot provide a relevant example in the context of an LLM-powered application.		The candidate correctly defines prompt injection as a user attempting to override or manipulate the system prompt through crafted input, and gives a basic example, but cannot describe mitigation strategies.		The candidate clearly defines prompt injection, provides a concrete and realistic example (e.g., a user embedding instructions in their input to make the model ignore its system prompt or reveal confidential instructions), and describes at least one mitigation strategy such as input sanitization,

Detail	Interview Guide
	strict output validation, privilege separation, or sandboxing tool access.

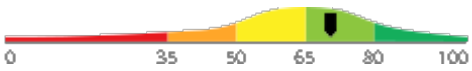
Results by Topic for AI System Guardrails, Security & Responsible Deployment

Input/Output Validation & Content Filtering:	1 of 4 Correct
AI Monitoring, Access Controls & Responsible Deployment:	1 of 2 Correct

Detail

API Integration, Data Engineering & System Connectivity

Score: 70



Description:

Addresses the practical skills needed to connect AI components to external data sources, services, and business systems through APIs, data pipelines, and integration patterns. This includes ingesting and preprocessing data for AI consumption, managing data flows between services, and ensuring that AI applications can reliably read from and write to the systems they are embedded in.

Interpretation:

Candidate should achieve above average job performance in this area with little or no training.

The candidate demonstrates a solid and proficient understanding of connecting AI components to external data sources, services, and business systems. They are capable of independently designing and managing data pipelines, applying appropriate integration patterns, and ensuring reliable read and write operations across AI-embedded systems.

Interview Guide

How would you design a data ingestion pipeline that keeps the knowledge base of a RAG system up to date as source documents change, and what challenges would you anticipate and address?

1	2	3	4	5
The candidate describes only a one-time batch load of documents without addressing incremental updates, change detection, re-embedding of modified content, deletion of stale records, or pipeline scheduling and monitoring.		The candidate identifies the need for incremental updates and describes a basic approach such as polling for changes or using timestamps, but does not fully address document versioning, deduplication, embedding consistency, or failure recovery.		The candidate describes a well-designed pipeline covering change detection (e.g., webhooks, polling, CDC), incremental ingestion with deduplication and versioning, re-chunking and re-embedding of changed documents, deletion or invalidation of stale vectors, pipeline scheduling and monitoring, and handling of failures — demonstrating practical data engineering competency in the context of AI systems.

When building an AI application that needs to pull data from an external source — like a company database or a third-party API — what are the basic steps you would take to make that connection work reliably?

1	2	3	4	5
The candidate provides a very vague answer (e.g., 'just call the API') without mentioning authentication, error handling, data formatting, or how the retrieved data would be prepared for use by the AI component.		The candidate describes the basic mechanics of making an API call and handling a response, and mentions authentication, but does not address data validation, transformation for AI consumption, rate limiting, retries, or monitoring.		The candidate describes a robust integration approach including authentication and credential management, request/response handling, data validation and transformation (e.g., cleaning, formatting for embedding or prompt injection), error handling with retries and fallbacks, rate limit awareness, and logging — demonstrating readiness to build production-grade

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integrations.

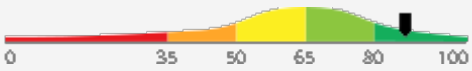
Results by Topic for API Integration, Data Engineering & System Connectivity

API Integration & Service Connectivity:	3 of 4 Correct
Data Ingestion, Preprocessing & Pipeline Management:	2 of 4 Correct

Detail

Large Language Model (LLM) Integration & Prompt Engineering

Score: 86



Description:

Covers the practical knowledge required to integrate large language models into business applications, including selecting appropriate models, constructing effective prompts, managing context windows, and controlling model outputs. This is a foundational skill for building AI-enabled applications and is applied in nearly every stage of development.

Interpretation:

Candidate should achieve superior job performance in this area with little or no training.

The candidate exhibits a comprehensive and sophisticated command of the technical concepts required to build, deploy, and maintain secure, scalable, and highly functional AI-enabled business applications. Knowledge spans the full breadth of the domain, including advanced topics such as AI agent design, multi-stage workflows, LLM integration, Retrieval-Augmented Generation, and system guardrails, reflecting the level of expertise expected of a highly proficient practitioner in AI-enabled systems engineering.

Interview Guide

Walk me through how you would design and iteratively refine a prompt for an LLM that needs to extract structured data (e.g., key fields from a customer support ticket) reliably and consistently in a production application.

1	2	3	4	5
The candidate describes a basic prompt without addressing consistency, structure, or iteration. They do not mention output formatting, validation, or how to handle edge cases.		The candidate describes using clear instructions and possibly few-shot examples to guide the model, and mentions testing the prompt against varied inputs, but does not address schema enforcement, fallback handling, or systematic evaluation.		The candidate outlines a structured approach including defining the desired output schema (e.g., JSON), using system and user message roles, incorporating few-shot examples, testing against diverse and adversarial inputs, using output parsers or validation layers, and iterating based on failure analysis — demonstrating production-readiness thinking.

Can you describe what a prompt is in the context of working with a large language model, and give an example of how you might write a prompt to get a useful response from an LLM in a business application?

1	2	3	4	5
The candidate provides a vague or incorrect description of a prompt, or gives an example that is generic and shows little understanding of how prompt structure affects model output.		The candidate correctly describes a prompt and provides a reasonable example, but does not demonstrate awareness of techniques such as role assignment, few-shot examples, or output formatting instructions.		The candidate clearly explains what a prompt is, provides a well-constructed example relevant to a business use case, and mentions at least one technique (e.g., system messages, few-shot prompting, output constraints) that improves response quality and reliability.

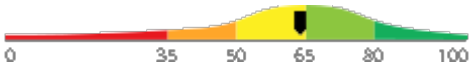
Results by Topic for Large Language Model (LLM) Integration & Prompt Engineering

Prompt Construction & Optimization:	2 of 3 Correct
LLM Integration & Output Management:	2 of 3 Correct

Detail

Retrieval-Augmented Generation (RAG) Systems

Score: 64



Description:

Encompasses the design, implementation, and maintenance of systems that enhance LLM responses by retrieving relevant external information from knowledge bases, vector databases, or document stores at inference time. RAG is one of the most widely used architectural patterns in production AI business applications, enabling models to access up-to-date and domain-specific knowledge.

Interpretation:

Candidate appears capable of average job performance in this area with little or no training.

The candidate demonstrates a moderate understanding of Retrieval-Augmented Generation systems, including familiarity with core architectural patterns and the role of external knowledge retrieval in enhancing large language model responses. While capable of contributing to RAG-related work with guidance, they may lack the proficiency required for fully independent design or implementation.

Interview Guide

Describe the end-to-end architecture of a RAG pipeline you would build for a business application, and explain the key decisions you would make at each stage — from document ingestion to final response generation.

1	2	3	4	5
The candidate describes only a high-level flow (store documents, search, ask the LLM) without addressing chunking strategy, embedding model selection, vector database choice, retrieval ranking, prompt construction with context, or response quality evaluation.		The candidate describes most of the major stages including document chunking, embedding, vector storage, similarity search, and context injection into the prompt, but does not address trade-offs such as chunk size, hybrid search, re-ranking, or handling retrieval failures.		The candidate provides a thorough pipeline description covering document preprocessing and chunking strategies, embedding model selection, vector database indexing, hybrid or semantic search with optional re-ranking, dynamic prompt construction with retrieved context, handling of context window limits, and evaluation of retrieval and generation quality — demonstrating practical production experience.

In simple terms, can you explain why a business might use a Retrieval-Augmented Generation (RAG) approach instead of just sending a question directly to an LLM?

1	2	3	4	5
The candidate cannot explain the concept or gives an incorrect explanation, such as confusing RAG with model fine-tuning or being unable to articulate why retrieved context improves responses.		The candidate correctly identifies that RAG allows the model to reference external documents or data not in its training set, improving accuracy for domain-specific questions, but cannot describe the retrieval mechanism or its components.		The candidate clearly explains that RAG grounds the LLM in relevant, current, or proprietary information by retrieving documents at query time, reducing hallucination and enabling use of private data — and can name the core components: a retriever (e.g., vector search), a knowledge store, and the LLM that synthesizes the answer.

Detail | Interview Guide

Results by Topic for Retrieval-Augmented Generation (RAG) Systems

Retrieval Pipeline Design and Optimization:	2 of 3 Correct
RAG System Evaluation and Quality Assessment:	2 of 3 Correct

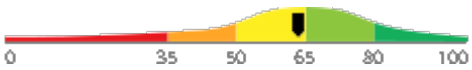
Personality Characteristics Detail

This section contains a list of personality characteristics that are frequently associated with job performance. Remember, these are not skills and do not indicate the ability to do a job. Rather, they can be used to evaluate the candidate's fit with the general needs of the job and the organizational culture. Sample interview questions are provided to gather more information.

Detail | Interview Guide

Adaptability

Score: 64



Description:

This scale reflects how accepting a person is of frequent or substantial changes in his or her job requirements. Changing work requirements usually cause stress and put pressure on an individual to adapt. High scorers usually thrive under changing work conditions, while low scorers may burn out or become paralyzed. In more stable job circumstances, high scorers may become bored, while low scorers would remain satisfied.

Interpretation:

The candidate's score in this area indicates neither a positive nor a negative impact on performance.

Prefers a moderate amount of change in order to make progress. Feels too much change can be disruptive and undesirable. With coaching and reassurance is capable of remaining focused and positive throughout most change processes.

Describe a time where you had to adapt to some significant changes at work. How did you feel? How did you handle the change?

1	2	3	4	5
Feelings: Strong Dislike or Very Resistant. Weren't able to handle the change or needed significant help.		Feelings: Unfazed or Slightly Resistant. Handled the situation & change only impacted their work in a minor way.		Feelings: Excited or Comfortable. Handled the situation well and in a way that didn't interfere with their work.

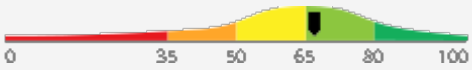
What are some of the techniques you use to keep yourself from getting burnt out when faced with ever-changing conditions?

1	2	3	4	5
Candidate doesn't have an effective technique to keep them from getting burnt out.		Candidate is only able to explain one effective technique to keep them from getting burnt out.		Candidate explains multiple effective techniques allowing themselves to not get burnt out.

Detail

Drive

Score: 67



Description:

This scale reflects the degree to which an individual will work hard to achieve goals and solve critical problems in the organization. High scores on this scale indicate a person will be diligent in their work and use all necessary sources to solve problems. Low scores on this scale indicate a person may be unenthusiastic about work and may struggle with complex tasks and challenges.

Interpretation:

The candidate's score in this area should contribute to enhanced overall job performance.

Motivated by challenging goals and tasks, financial reward, and/or recognition, and willing to work hard to succeed. Focused on understanding and following guidelines, personal achievement, and meeting or exceeding quality and production standards.

Interview Guide

Describe a time when you had some extra time available at work. How did you use this extra time?

1	2	3	4	5
Did not use their time in a beneficial way, or in a way that added value to the organization.		Used their time in a work related way, but those efforts didn't demonstrate hard work or added value (easy).		Used time in a beneficial way and added value to the organization. Showed ability to work hard and willingness to put in extra effort.

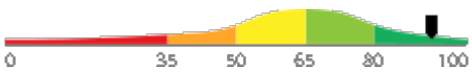
How do you react when you are faced with obstacles while trying to achieve a goal? How do you overcome them?

1	2	3	4	5
Reaction: Overwhelmed. Struggles to come up with a clear way to overcome the obstacle and doesn't demonstrate hard work.		Reaction: Ready but not excited.Candidate shows they are able to overcome the obstacle but only by doing the bare minimum.		Reaction: Excited and ready.Candidate shows they are able to overcome the obstacle by putting in extra effort and being diligent.

Detail

Empathy and Emotional Self-Control

Score: 92



Description:

Demonstrates exceptional strengths in sensing the emotional needs of others, sympathizing with other people's problems, and seeing things from other people's point of view. Likely to be very effective at demonstrating to customers or coworkers that they understand and care about them, resulting in significantly improved customer loyalty, much stronger work relationships, and noticeably reduced levels of conflict in the workplace.

Interpretation:

The candidate's score in this area should contribute to enhanced overall job performance.

Demonstrates exceptional strengths in sensing the emotional needs of others, sympathizing with other people's problems, and seeing things from other people's point of view. Likely to be very effective at demonstrating to customers or coworkers that they understand and care about them, resulting in significantly improved customer loyalty, much stronger work relationships, and noticeably reduced levels of conflict in the workplace.

Interview Guide

How well can you sense how others around you are feeling? How do you use this information when interacting with them?

1	2	3	4	5
Demonstrates that they are unable to sense how others around them are feeling.		Provides examples on how they are able to sense other's feelings. They don't use this to show understanding and care.		Provides examples on how they are able to sense others' feelings. They use this to show they understand and care about them.

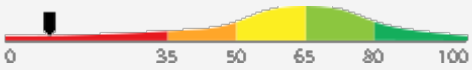
What do you typically do when you are working closely with someone who is very upset?

1	2	3	4	5
They have an inappropriate response and don't demonstrate understanding or care.		They (1) have an appropriate response and (2) demonstrate understanding but unable to show the customer that they care.		They (1) have an appropriate response (2) demonstrate understanding and (3) show the customer that they care.

Detail

Integrity

Score: 10



Description:

This scale reflects the degree to which an individual acts positively towards the organization, avoids unnecessary risk, and, simply put, does the right thing. High scores on this scale indicate a person will act in the organization's best interest, follow the rules, and work hard under limited supervision. Low scores on this scale indicate a person may engage in risk-taking behaviors, work to undermine the organization, and only do the bare minimum.

Interpretation:

The candidate's score in this area indicates risk of a negative impact on performance for some jobs. Additional probing is strongly recommended.

Distrusts the organization and management. Frequently assumes new ideas or changes will have a negative individual impact. Can be defensive regarding his or her own work, or show hostility towards management or company policies. May take unnecessary risks on the job.

Interview Guide

What circumstance(s) might cause you to withhold information from your supervisor? How would you judge whether doing so would be justified?

1	2	3	4	5
Shows that they are not concerned about ethics or organizational values/rules.		Explains only situational circumstances. Judgement does not stem from an ethical standpoint.		Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.

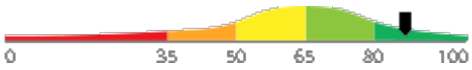
Do you think it's ever okay to withhold information from your supervisor? How would you judge whether doing so is okay or not?

1	2	3	4	5
Answer shows that they are not concerned about ethics or organizational values/rules.		Explains only situational circumstances. Judgement does not stem from an ethical standpoint.		Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.

Detail

Resilience

Score: 87



Description:

This scale reflects the degree to which an individual can withstand adversity, bounce back from difficult events, and be persistent in doing work tasks despite difficulties that come their way. High scores on this scale indicate a person will likely be able to deal with difficult situations with ease, perceive they have control over events in their life, and continue to push forward to achieve goals. Low scores on this scale indicate a person may claim that mistakes/failures were out of their control. Low scorers tend to not cope well with on-the-job stress and don't put in the extra effort to achieve success when obstacles come their way.

Please note that resilience is not a fixed trait. Unlike many other personality characteristics, resilience can be developed over time. Additionally, multiple factors can influence how resilient a person is within a specific situation. In recognition of these features, additional probing using suggested interview questions is strongly recommended.

Interpretation:

The candidate's score in this area should contribute to enhanced overall job performance.

Responses indicate that the candidate can effectively work through difficulties at work by exhibiting positive emotions, having control over the events, being proactive, remaining hopeful, and learning from the experience. Candidate can always be expected to push forward to achieve their goals, even when obstacles come their way.

Interview Guide

Describe a time when something at work/school didn't go as planned. How did you feel? How did it impact your work moving forward?

1	2	3	4	5
Feelings had a negative outlook. Event impacted their work in a negative way, they weren't able to learn from it or persevere.		Feelings are true to the situation. Event impacted their work in a negative way but were able to learn from it and persevere.		Feelings are true to the situation but with a positive outlook. The event impacted their work in a positive way or didn't impact their work at all.

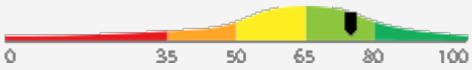
What are some challenges you face when you receive bad news?

1	2	3	4	5
They don't think they have any challenges. OR They recognize they have challenges but don't know how to work through them.		Recognize they have challenges and it may impact their work, however they see the positive outlook and have a plan to fix the challenges.		Recognize they have challenges, however they see the positive outlook in the long run and it doesn't impact their work.

Detail	Interview Guide

Teamwork

Score: 75



Description:

This scale reflects the degree to which an individual works well with teams and maintains positive interpersonal relationships. High scores on this scale indicate a person will thrive in collaborative team settings and maintain high-quality relationships with coworkers. Low scores on this scale indicate a person will prefer working on individual projects and may struggle to maintain close working relationships with colleagues.

Interpretation:

The candidate's score in this area should contribute to enhanced overall job performance.

Actively cultivates relationships. Comfortable meeting new people and sensitive to how others feel. Works with colleagues and seeks input to develop friendships and meet goals.

Describe a time when you worked in a team. What was your role? How did you delegate tasks with the other team members?

1	2	3	4	5
They describe their role in a way that does not show significance. Delegation tactics were not efficient or helpful.		They describe their role in a way that doesn't show significance. Delegation tactics were efficient and helpful.		They describe their role in a way that shows significance. Delegation tactics were efficient and helpful.

Do you prefer working in teams or by yourself? Why?

1	2	3	4	5
They choose teams or individual and feel they would be incapable of working in the opposite environment.		They feel they would work well in either environment but are unable to back that up with rational reasons.		Response reflects rational reasons for why they prefer teams, individual, or both. They feel they would work well in either environment.

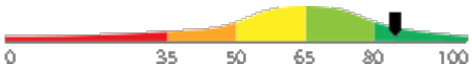
Behavioral History Detail

This section evaluates answers the candidate gave concerning his or her work-related history. Studies often show that a candidate''s past behavior often indicates his or her future behavior. Potential caution areas (if any) are specified in each detail section.

Detail	Interview Guide

History Survey - Performance

Score: 84



Description:

Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.

Interpretation:

The candidate's score indicates past behaviors that contribute to high job performance.

Exhibits past behaviors and achievements that are likely to enhance job performance.

The following potential performance risk areas were identified:

Below average productivity history

Below average performance reviews

Further probing is recommended for each of these items.

How does your work compare with your peers? Do you produce more or less? How do you know?

1	2	3	4	5

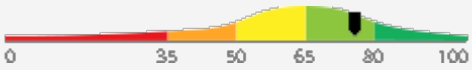
What kind of feedback have you received about your performance from your managers and your peers?

1	2	3	4	5

Detail

History Survey - Tenure

Score: 76



Description:

Evaluates a candidate's past employment history and related factors for indications of potentially low job tenure.

Interpretation:

The candidate's score indicates past behaviors that contribute to above average job performance.

Exhibits behaviors likely to result in slightly longer than average job tenure.

The following potential performance risk areas were identified:

Frequent job changes

Potential long commute

Further probing is recommended for each of these items.

Interview Guide

Review your last few jobs with me, explaining why you left the old job and what attracted you to the new one.

☆ 1 ☆ 2 ☆ 3 ☆ 4 ☆ 5

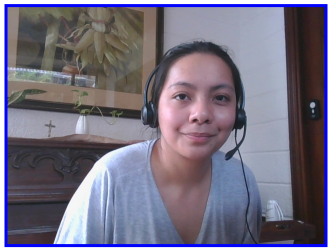
What is the longest distance you have had to commute to work? What did you do during the commute? How long did you keep that job?

☆ 1 ☆ 2 ☆ 3 ☆ 4 ☆ 5

Identity Confirmation Photos

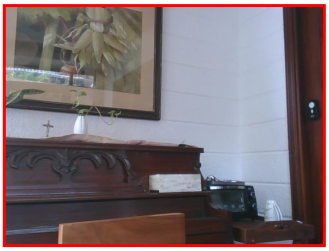
The following photos of the candidate and any identification were uploaded during the assessment session.

Photo Analysis Results	
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



Pre/Post-Test Photo

ID Photo



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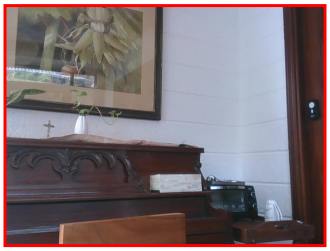

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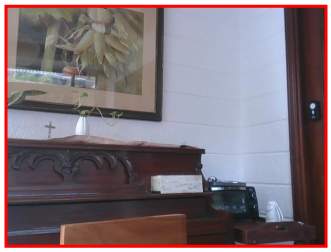
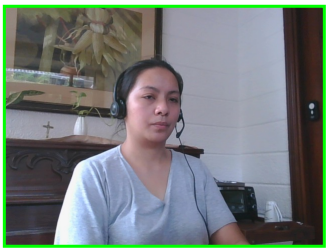


In-Test Error Detected (No Face Detected)

In-Test Photo



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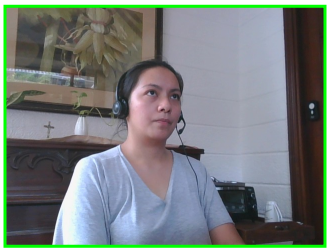

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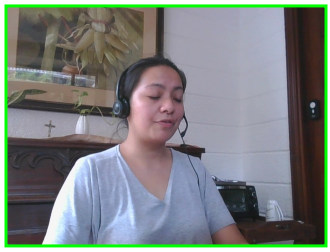
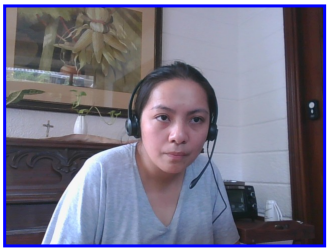


In-Test Photo



Pre/Post-Test Photo

Resume or CV

Summary Updated on

Motivated career professional with extensive experience in office administration and management. Proven track record of improving efficiency, reducing costs, and enhancing office operations through strategic initiatives and technology implementation.

Objective

I am seeking a role where I can use my many skills and my exceptional judgment and empathy for customers to make a difference to a growing company.

Education

- Associate of Applied Science in Office Administration, Portland Community College, 2020

Experience

- General Office Clerk, Paramount Office Management, 09/2023 – Present
- Administrative Assistant, Global Enterprises Inc., 04/2021 – 08/2023
- Administrative Assistant, Innovative Business Solutions Ltd., 07/2019 – 03/2021

Other Qualifications

- Microsoft Office Specialist (MOS) Certification
- Certified Administrative Professional (CAP)
- International Association of Administrative Professionals (IAAP) Certification

Report Preparation Notes

- Hiring decisions should never be based on a single source of information. The most effective use of this assessment report is as a part of a multi-faceted program of candidate evaluation that includes resume review, interviews, and reference checks.
- Overall vs Percentiles Scores: The overall score reflects the success in the test, based on the mean (average) and standard deviation of the test scores. The percentile score reflects the percentage of test-takers who scored equal or below this overall score. We recommend you use the Overall Score as your primary evaluation criteria. However, percentile scores can often be useful in comparing specific candidates against one another and with a group, such as for test takers in a certain organization or within a certain account.
- Note that comparison information is calculated based on completed instances of this assessment at that time the assessment is scored. As additional instances are completed, the comparative data may change. You can always update a report to the current values by clicking on 'Recalculate Percentiles' within the online results viewing pages at www.hravatar.com.
- Most competency scores are norm-based, which means that they can be interpreted in terms of their distance from the average or mean score. For all scales, a score equal to the mean receives a score of 65 and scores above and below this value are set so that a score change of 15 equals one standard deviation.
- For linear competencies, higher is better across the entire scale. For these scales a score between 65 and 80 (light green) represents 0 to 1 standard deviation above the mean and a score above 80 (dark green) represents more than one standard deviation above the mean. Similarly, a score of 50 - 65 (yellow) represents 0 to 1 standard deviation below the mean, while a score of 35 - 50 (orange) equates to 1 to 2 standard deviations below the mean, and a score below 35 represents more than 2 standard deviations below the mean.
- This assessment makes use of data from the Occupational Information Network (O*NET), which is funded by the U.S. Federal Government - U.S. Department of Labor/Employment and Training Administration (USDOL/ETA) - as a primary source of occupational information. The O*NET database contains information on hundreds of standardized and occupation-specific descriptors that are continually updated by ongoing research. These data are used in preparing descriptive information as well as setting relative weights between competencies used in calculating the overall score. For additional information about O*NET, visit http://www.onetcenter.org.
- O*Net Standard Occupational Code (SOC) Used: 15-1299.08
- O*Net Version: 29.2
- Sim ID: 20416-1, Key: 0-0, Rpt: 13, Prd: 9504, Created: 2026-05-23 11:56 EDT
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

Notes

(This area is intentionally blank - it's reserved as space for your notes.)